



# EVERYONE WANTS CHANGE

No one wants to change

*Looking to take the lead?*

*Are you prepared when your competitors moves ahead?*

Any company or organisation, which develop their managers and employees, intensifies the competitiveness and improves performance. The concept 'LEAN Leader' trains both the manager, the team, and the organisation. The result is committed managers (leaders), high performance teams, greater motivation, readiness to change, and an understanding of human behavioural patterns.

# ARE YOU EXPERIENCING HIGH PERFORMANCE - BUT LOW MOTIVATION?

**Are your projects progressing too slowly, or are your initiatives for change unsuccessful, because a group of leaders or team of employees is not functioning optimally? Do you suspect hidden, stressful behaviour, which influences the cost and quality of the individual managers work?**

These hidden challenges in companies, are affecting the bottom line to a very high degree and weakens the competitiveness. The reason is poorly functioning teams, or that the leader is not paying attention to his team or the management group he or she is part of.

Achieve high motivation, greater commitment, and peak performance, combined with work-life balance. LEAN Leader first moves the CEO and group of managers – then the individual manager and group of employees.

## MOVE THE MANAGER – STRENGTHEN THE ENTIRE ORGANISATION

Leadership is a discipline, which plays a central role in creating motivation and a good working atmosphere in the organisation. It creates flow in the company, which positively affects both the satisfaction and loyalty of users and customers.

## EMBRACE CHANGE

LEAN Leader is aimed at companies looking to see the effects and results on the bottom line – created by happy and motivated managers and employees.

Your organisation will be able to embrace changes, rather than counteract on changes.

**”** *We now use our energy solving tasks, rather than spending unnecessary energy on internal conflicts. We have already achieved concrete results and avoided conflicts, which before was almost unavoidable.*

Klavs Berthelsen,  
Operations Manager, Motorola



## EMPLOY THE TOOL FROM DAY ONE

LEAN Leader is in many ways reminiscent of the mental training employed by elite athletes. The training is based on the personality type tool - the Enneagram - and usually consists of ten tried and tested steps, where the tools are used and trained in practice. The CEO or manager is given the opportunity to put the tools into practice with their team. This ensures rapid learning and increases the effect.

LEAN Leader focuses on:

- Leading yourself and your team
- Personality types
- Motivation and job satisfaction
- Stress
- Being able to predict, and thereby avoiding, confrontations
- Values and self-awareness
- 'Code of conduct'
- Group dynamics
- Readiness to change
- Empathy
- Compassionate and misguided regards to others
- 360 degrees evaluation
- Feedback
- Reflection
- Work-life balance
- Roles and responsibilities
- Individual and shared goals
- High-performance teams

## 10 TRIED AND TESTED STEPS

A LEAN Leader course is always tailored to the individual organisation, and stretch out over a few days, to months, or even up to a year.

1. Individual interview. Challenges and context (CEO or manager)
2. Proposal: Possibilities and Objectives
3. Observations on site in the organisation (management group or employees)
4. Test for personality types (the Enneagram)
5. Individual interviews (management group or employees)
6. Seminar 1: 'Code of conduct' as well as identification and prioritising of the greatest issues preventing growth (project day for management group or employees)
7. Status and evaluation (CEO or manager)
8. Individual coaching and feedback: Work-life balance and personal challenges
9. Seminar 2: Approaches to identified problems, behaviour and attitudes, group dynamics, and process facilitation in practice (project day for the management group or employees)
10. Evaluation of the effect as well as 'best next steps'

## EXTRA STEPS

- Individual expert counselling and coaching processes
- Add-on initiatives to LEAN Leader
- Supplemental courses with theory, teaching personal insight, behaviours, and attitudes
- Change Agent School: Self-awareness and development in practice for leader groups or employees (three modules each three days in duration)

# THOMAS ANGLOV

**58 percent of resigning employees point to their immediate leader or management style as the direct cause for their resignation. "That is no surprise," says Change Agent Thomas Anglov.**

For more than 17 years, Thomas Anglov has been in charge of several LEAN projects, focusing on production facilities, administrative processes, supply chains, workflows, as well as learning methods and systems. The greatest gain, however, always lies in the relations between the manager and employees, or directly in the management group.

If you begin working with the human resources of the manager and afterwards the employees, the organisation is able to reach its goals more rapidly, and the results can both be seen and felt.

Thomas Anglov has been project manager on LEAN Leader for larger Danish companies such as Rockwool, LeoPharma, Motorola, Falck, as well as a number of small and medium-sized companies such as Picca Automation and Lokalenergi.

Thomas Anglov has an academic background with Ph.D. in Biochemistry. He has for many years served as programme manager, project manager, and specialist for Novo Nordisk. He also has an array of supplemental leadership training.



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**”***The training has had a clear impact on the way we work today. All our employees are now working in a much more focused and efficient way than before. It has created flow in our company and a positive development of each employee as well as in our departments.*

Erik Gudbjerg  
CEO, Lokalenergi